

TEAMSTER **CONVOY** **DISPATCH**



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1994 #134



New York Local 272 Members Celebrate a Victory and Organize to Reform Their Local

See article page 5

JOIN TDU

TDU is the best instrument there is for rank and file education. TDU is where to learn the processing of grievances, how to run for local union office and how to effectively influence the future course of our union. TDU has been a tremendous help for rank and file Teamsters in Pennsylvania.

If you want to be part of reforming our union, TDU is the place to be. Join today.

Patricia Franks
Local 773 Trustee
Allentown, Pa.



TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

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Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.



Minneapolis

Anniversary of 1934 Teamster Strike

Labor activists and their families gathered in Minneapolis on July 17 to commemorate the 60th anniversary of the historic 1934 Teamster strike. Over 1,000 people came together under

sunny skies for an afternoon of good food, speeches and labor music. Keynote speaker was Jack Maloney, last surviving leader of the strike. His remarks provided many lessons for ac-



tivists fighting for a strong and militant labor movement today.

The Minnesota Chapter of TDU was active in building the picnic, along with a large coalition of labor and community groups.

Pictured above: at left, the "Solidarity Singers" entertain the crowd; Teamsters International Vice President Bill Urman presents greetings at right.

Two New TDU T-SHIRTS!

TDU is proud to introduce two new T-shirt styles. The "Fat Cat" shirt has the cat on the front and the mouse on the back, and is athletic grey with black print.



So many of us ... and so few of them!

The second shirt is black with a front pocket featuring the TDU logo.

Both shirts are 100% cotton, union made and union printed. \$10 each, either style.

___ pocket shirt(s) ___L ___XL ___XXL

___ Fat Cat shirt(s) ___L ___XL ___XXL

\$___ amount enclosed

Return to:

TDU, Box 10128, Detroit, Mich. 48210

Name _____ Local _____

Address _____

City _____ State _____ Zip _____



**Beat the Fat Cats
Join TDU!**

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Diamond Walnut Strikers Need Your Help!

The strike at Diamond Walnut will soon be entering its third year. The strike and the boycott of Entenmann's products continue, but the struggle has become more difficult in the absence of out-of-work benefits.

If you can help with financial support of any amount, it will be greatly appreciated. Donations may be sent to:

Teamster Local 601
745 East Miner Ave.
Stockton, Calif. 95202

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:

Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Federal Court Dismisses \$50 Million UPS Lawsuit

U.S. District Judge Joyce Green, the same judge who imposed the injunction against the Teamsters Feb. 7 health and safety walkout at UPS, dismissed UPS's \$50 million lawsuit against the IBT on June 30. UPS had claimed that the safety strike by union members was illegal, and was seeking compensatory and punitive damages.

"The decision confirms that UPS ought to spend less time in court and more time working with the union to protect workers' health and safety," said General President Ron Carey.

In dismissing both the UPS suit and the union's countersuit Judge Green essentially agreed with Carey's position, saying the issue did not properly belong before the court, but rather should be settled under the collective bargaining agreement, which includes a grievance procedure and provisions for the arbitration of disputes. UPS has asked the judge to reconsider.

The court decision was a blow against UPS's attempt to punish our

union for standing up for Teamsters' safety and health. And at the same time, it exposed the old guard officials who sided with the corporation.

When asked for solidarity, these so-called unionists responded with duplicity and cowardice. They and their attorneys organized scabbing and pressured locals to scab.

Then after the strike they publicly called it illegal and predicted a UPS court victory, knowing full well that UPS attorneys could turn their words to the company's advantage.

No one got fired. No member got sued. No local got sued. The International beat the UPS suit. Now what have they to say to excuse their scabbing? And who are these attorneys they've been listening to who have them afraid of their own shadows? The Teamsters rank and file can be grateful that their legal counsel at the International were not hired by a R.V. Durham, Chuck Mack, Dan Darrow or Jimmy Hoffa Jr.

California Local 186

Managers Caught Altering Time Cards

Scott Dennison
Local 186 President, UPS
Ventura, Calif.

In the last issue of *Convoy Dispatch*, Local 912 president Joe Fahey wrote that, "Supervisors and managers have even been known to change time cards." That's exactly what has happened in Ventura, Calif., Local 186.

In the summer of 1992 I discovered that my center manager was altering time cards. This manager was a real car salesman, who could convince rookie drivers that a half-day's work consisted of at least seven hours, although by UPS standards it meant being on the road for under four. So what did this manager do with the extra three hours? No problem. He simply subtracted 15 minutes from the actual start time, moved the left-building time up, moved the return-to-building time down to reduce time on the road, changed the final punch time, and finally extended a half-hour lunch to an hour. This system worked so well for a year that the manager was able to shave a little time off every driver's time card to make the center look more productive than it actually was.

How did he get away with subtracting time and not have the drivers notice this on their pay check? Simple. Local 186 is on the incentive/bonus plan, where you are paid on what the work is worth in addition to actual hours worked, as long as you make production.

After overhearing the manager brag about his ability to alter time cards I began an investigation. I collected over 100 copies of altered time cards for the previous three months. After discuss-

ing the situation with my co-workers, we decided to submit a grievance to the local and have them sit on it while we turned the manager in to UPS's Loss Prevention. Within a week after notifying Loss Prevention the manager was terminated.

You would think that UPS taking disciplinary action against this manager would lay a solid foundation for our grievance, in which we asked for a full accounting of all lost wages and health and welfare and pension contributions. But Local 186 Sec.-Treas. Dennis Shaw never processed the grievance. I have since averaged out the total alterations per time card and estimate that the employees could have lost a total of between \$20,000 and \$40,000.

The second incident began to unfold immediately after the 6.8 earthquake in which the Van Nuys hub and San Fernando facilities were damaged. UPS merged some of both operations into the Westlake Facility until those centers could be rebuilt. This pushed the acting division/center manager to begin running the Westlake facility like the Third Reich.

One rookie driver was forced to work practically around the clock. He would start in the pre-load around three a.m., and then be dispatched to deliver a 12-hour load. When he arrived back at the center around 10 p.m. he was directed to go home and get some sleep and report back to pre-load at 3 a.m. Not only did he not receive eight hours off between shifts, but ended up, along with others, working over 60 hours in a week in violation of

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UPS & Downs

Part-Time Supervisors' Dreams on Hold.

The dreams and goals of many part-time supervisors — a full-time job and UPS stock — may be put on hold for a while. Managers, who are UPS stockholders, are holding out the promise of full-time work like a carrot on a stick to keep part-time supervisors coming into work day after day.

It has been rumored that Oz Nelson wants to reduce the number of middle managers as yet another cost-cutting move. Have you noticed full-time supervisors retiring, quitting or being fired and not being replaced? It seems that if these positions are filled it is with part-timers. Part-time supervisors are paid less and are not able to own UPS stock. This means more stock and dividends for the large stockholders. Is this another example of the unbridled corporate greed of the big boys or has UPS finally come to the realization that they have too many supervisors merely pushing paper while producing little or nothing of value? Whichever the case, part-time supervisors may be having their dream deferred.

UPS Studies Union-Busting Techniques.

The Independent Pilots Association represents pilots working for UPS. As reported in the June 1994 issue of their union magazine, 757 Captain Fleet Smith, attended a "union buster" seminar at the request of his union. "Companies pay big money and hire the best minds in the business to keep unions out. If unsuccessful at that tact, they then do their best to decertify or 'bust' the union," Smith wrote.

What are companies taught at these union-busting classes? They are taught to think of this as war and the union and their own employees are the enemy. "The more cooperative the employer is with the union the LESS chance of decertification someday, and of course union decertification is the ultimate goal. ... If a company acts tough with the union at all times, the theory is people will become dissatisfied with the union. Employees will feel the union has no power."

The companies are taught to play extreme hardball on contract negotiations and then look for every loophole they can find once the contract has been signed. Sound like anybody you know?

The scary part? The title of the person who sat in the row directly ahead of Capt. Smith during the union-busting class: Labor Relations Manager, United Parcel Service.

UPS Stiffs Virginia Teamsters.

A couple of UPS hotshots, a Mr. Barickman (Virginia District labor manager) and Mr. Devakos (UPS Atlanta Area grievance chair), are trying to make a name for themselves. They have taken it upon themselves to discontinue health and welfare and pension contributions on employees' earned vacation throughout Virginia JC 83. This despite the fact that UPS has been making contributions to the fund since 1964 and the contract language requiring them to make payments has not changed.

A grievance on behalf of all Virginia JC 83 UPS covered employees has been filed and deadlocked up to the National Grievance Committee and scheduled to be heard during the week of July 25. If the National Committee deadlocks it will go to arbitration.

29 Layover Runs Under Article 43.

UPS has established approximately 29 layover runs under the premium service provision in the new contract, all bid from the feeder list. IBT Parcel Director Mario Perrucci estimates that this number may go to about 50 runs within the next year. There are about eight runs that are made by outside contractors, all under National Master Freight Agreement standards, under terms approved by Perrucci. Some of them are in and out of Louisville.

IVIS May Not Be Watching You.

The In-Vehicle Information System (IVIS) is now being used by UPS to replace drivers' time cards, log books and tachographs in all road tractors.

IVIS is meant to simplify UPS's record keeping, but UPS has had problems keeping correct input when downloading the IVIS into the main computer.

It is not uncommon for a supervisor to approach a driver and ask if he or she worked the day before. Many of the drivers will have worked the previous day, but the IVIS shows nothing. The driver is then instructed by the supervisor to fill out a time card. Now, try to remember all trailer and dolly numbers, load destinations, times departed, punch out, etc. from the day before. Many times the driver and supervisor have to guess to look good on paper. Could this be considered falsifying a time card?

It is still the driver's responsibility to keep accurate DOT hours of service. This record keeping is a must since there have been widespread shortages on paychecks.

UPS has invested a great deal of time and money introducing IVIS and it is said they will continue to use the system despite the problems.

PENSION NEWS

Central States Fund Puts in Unfair Rule

Members Demand Pension Improvements

The Central States, Southeast and Southwest Areas Pension Fund has put in place a new and unfair rule to prevent Teamsters from "buying" pension credits to fill in gaps in employment. This rule, which they have so far refused to provide in writing to members, covers freight and carhaul Teamsters and all others whose contracts provide for the same level of benefits.

Members are not taking this lying down. Petitions are circulating now, and we are even investigating possible legal action.

Central States freight Teamsters did get benefit improvements with the new contract, and those who qualify can retire on a good pension. That's good. Keep in mind why this happened: we bargained for whopping increases in the pension contributions in that contract. The money coming into the fund for a freight Teamster will go up some 40 percent (\$33 a week) over the life of this contract. Same for UPS Teamsters, and for others who follow the pattern.

This kind of funding means that we should get better pension rules, not worse!

This bogus rule punishes Teamsters whose company went out of business, or who suffered a long-term illness. Central States previously guaranteed Teamsters the right to "buy" that time to fill in a gap.

Pension inequities can cause divisions in our union. Freight got a better 30-and-out. UPS got a better 25-and-out. We need to bring all up to the top level.

Who Decides?

Our "union" trustees at Central States are the problem. They are supposed to represent our interests. Who are these people?

Harold Leu. Overwhelmingly defeated when he ran for IBT office in 1991. Now retired with three pensions.

Jerry Cook. Also defeated in 1991. Recently retired with at least four pensions, and even got a Lincoln Town Car from the union as a retirement gift.

Ray Cash. Retired on multiple pensions.

Joseph Orrie. About to retire on multiple pensions.

These people don't have gaps to worry about. They are living a rich life

on multiple pensions.

They were rejected by us in the IBT election. They were installed by the old area conferences that were recently abolished. They need to be replaced.

We fought for pension improvements in 1990 and we doubled the 30-and-out benefit, from \$1,000 to \$2,000.

Suddenly Central States "found" the money to double benefits. It's time to fight again.

The Members Pension Fund Committee is circulating petitions. Concerned Teamsters should join us in the fight for pension fairness. Contact TDU.

'Something Needs to Be Done'

In August of 1993 I went to Local 245 and applied for pension eligibility. I was told that I had just less than 23 years since I had been laid off several times. I asked if I could buy enough time to make 25 years of contributions. They wrote that they were checking and would advise me.

Feb. 1, 1994 I was advised by the pension fund that I could qualify for a 25 years contributory pension by buying one week for 1975, 40 weeks for 1976 and 20 weeks for 1977. The cost would be \$1,092 plus \$1,774.95 interest for a total of \$2,866.95. I wrote a check for that amount to Central States Account #7000 on Feb. 25 and was notified that I had 25 years contributory credit.

In early June I told the local that I wanted to retire on June 30. They said they would notify the pension fund. A few days later I heard a rumor about having to retire at last year's rate if time was bought. I asked the local if it was true, and canceled my pension for now.

This is not right. Something needs to be done.

Charles S. Proe
Local 245, Roadway
Springfield, Mo.

UPS Hazardous Materials Handling Rights

Oh No! Another Leaker!

Dan Campbell
Local 344, National UPS Safety & Health Committee Secretary
Milwaukee

You're on the belt, in the unload or going into the back of your package car and there it is—a leaker. Maybe it's labeled with a diamond label, maybe not. It could be stinking up the place, smoking or fuming. What should you do? Handle it? Get away? Call your supervisor? Ignore it and let the next person deal with it?

This familiar scene takes place in hundreds of UPS facilities and vehicles every day. How should hazardous material spills be handled?

The answer is simple — **protect yourself and your co-workers.** For employees in the building who are not 12-hour-trained responders, your obligation is to observe the package as best you can as you get away and warn others as you go and, of course, tell your supervisor. For package car drivers, your obligation is to observe the potential hazardous package as best you can as you secure the package compartment area. Park the package car in a safe area, call the center and keep the public away until the situation is dealt with. In both of these cases, you are not obliged to re-enter the area of the hazardous package until the properly trained people have dealt with the problem.

You're thinking "get real, that isn't the way it happens." Employees frequently handle these packages or ignore them and toss them under the belt

for rewrap. Many package car drivers ignore these leakers and keep going or bag them and continue deliveries. Or if they do call the center, the supervisors hassles them to continue deliveries until "they can get someone out to take a look." There have even been reports that supervisors want drivers to leave leakers at a customer's business until the end of the day and then bring it back in! How do you protect yourself and do it the right way?

There is a new Section 21 in Article 18 containing contractual protections for dealing with hazardous materials. There are some key provisions you should be aware of to help you protect yourself and your co-workers as well as assert your union right to force UPS management to do the right thing.

Article 18, Section 21 (#1) states:

1. Provide twelve (12) hours of training, and the proper equipment, to those employees involved in the clean-up of hazardous material spills.

The key here is "the proper equipment." This means SCBA, gloves, aprons, boots, etc. If you do not have this equipment or it isn't maintained, you can't respond safely and cannot be required to place yourself in danger.

Article 18, Section 21 (#9) states:

9. The Employer will hold meetings, with the designated responders, on a scheduled basis, and when necessary will hold special meetings, to discuss and resolve problems or concerns related to hazardous material handling, clean-up and storage of hazardous materials. The Employer agrees to

resolve any problems or concerns as expeditiously as possible.

This provision was designed specifically to deal with enforcement of the Hazardous Materials Handling Agreement in hubs and centers. The union's National Safety and Health Bargaining Committee asked itself, "How can we best enforce this important safety agreement and get UPS to do the right thing?" Rely on UPS to monitor itself? Leave enforcement to OSHA? Or empower the workers with the strongest language possible so they could force the company to honor the agreement at the shop floor level? We chose the latter. It requires members, stewards, BAs and particularly the 12-hour hazmat responders to know and insist on the rights granted to them.

Members, stewards and BAs must

Management Caught Altering Time Cards

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DOT regulations. In his case he ended up working 73 hours. That wasn't a problem for the acting division/center manager and the division manager. On the Saturday after the earthquake they called these drivers into the office and informed them that they were going to shift the hours in excess of 60 into the next week's pay period to hide the DOT violation. In most situations this would probably have worked, but in the case of the rookie driver they paid him 48 hours of his 73 in one pay period and shifted 12 hours into the next pay period, never paying him for the additional 13 hours of overtime.

know their rights under the haz-mat agreement and insist that UPS hold regularly scheduled meetings or special meetings. The 12-hour-trained responders must take the initiative at these meetings to insist that UPS correct any problems "as expeditiously as possible." And members must file grievances to enforce these rights.

The national UPS/IBT Safety and Health Committee is responsible for the Occupational Safety and Health subcommittee which is responsible to "provide training recommendations for handling hazardous materials, toxic and other harmful substances for appropriate bargaining unit employees." You are urged to take up any concerns with your steward or BA and also to send those concerns to this committee care of the IBT Small Parcel Office.

According to the UPS BA, I was "not authorized to accept members' grievances" as the local president. So I simply turned the acting division/center manager and the division manager into Loss Prevention, which took disciplinary action in about a week.

You would think that after UPS took disciplinary action the members would come forward and file grievances to reclaim any lost wages. Wrong. In a show of union-management cooperation, Secretary-Treasurer Shaw and UPS BA Lyle Barnett responded by putting a three-week hold on grievances. Labor leaders like this we don't need.

TDU, LOCAL UNION NEWS

Rank & File Organize to Reject Contract, Reform New York Local

Finding a parking space in New York is no small matter. So parking garages are a big business, most owned by major firms. And those lots are staffed by 4,000 Teamsters in Local 272.

Local 272 members are starting to take their destiny into their own hands, through the Rank and File Unity Committee. On June 22, 700 members showed up to reject a proposed contract by a 72 percent margin, and are now planning a campaign to win a decent contract.

Business agent and Rank and File Unity Committee activist Raul Coronado summed up what's happening: "We're building rank and file involvement right now. For years, this local kept members out, so it's hard work. But it's paying off. Members are getting involved in the contract fight and in the election campaign."

For years this local union, with a majority of Black and Hispanic members, was led by Charles Salerno, the brother of "Fat Tony," the Genovese crime family boss. Several officials were charged with taking payoffs and removed from office. In July 1992 the local was put in trusteeship by the In-

Victory over Blacklisting

Houston BA Kicked Out

A victory over blacklisting in Houston Local 988 was scored in June when Ron Carey issued a decision from the Teamster Ethical Practices Committee (EPC) barring a business agent for life from any Teamster post. Also, as an earlier result of the EPC action, three Teamsters gained seniority at North West Transport in Houston.

'A Victory for All Teamsters'

Bill Cargill explained: "This is a great victory for all Teamsters, especially those who have ever been blacklisted by corrupt officials who think the union is their private business. Blacklisting is more common than many want to admit, and must not be tolerated. I knew I was fired because of my TDU affiliation and my opposition to Local 988 old guard policies. TDU and the International came through for both Leonard and myself."

Cargill and Leonard Pawlowski, displaced Teamsters from Jones Truck Lines, found work at North West in 1993. But when Local 988 officials discovered that some outspoken members, including TDU members and Carey supporters, got hired, they lost their jobs before they made seniority. The EPC has now found that Business Agent Scott Hendries did the dirty work, and management reluctantly complied and fired them.

Cargill immediately contacted TDU, and soon after that the EPC.

Chuck Crawley, another TDuer working toward seniority at North

ternational.

Unable to make deals with the mob, the employers then got tough with the members. When the contract expired in 1992, the members rejected the employer take-aways. The employers then imposed a one dollar cut in the top rate of \$12 an hour. They made further cuts in benefits, and then discontinued dues check-off to hurt the union financially.

Rank and File Committee

Three BAs took action. Fred Alston, Raul Coronado, and Jose Villareal began to learn about organizing members to fight back. With the help of the Association for Union Democracy and New York-New Jersey TDU, they organized a Rank and File Committee to win a good contract and build a democratic local.

Hundreds of members have attended committee meetings and events and have formed a communication network across the local.

Finally Ron Carey sent a representative to investigate, and later he changed the trustee, appointing Gene Moriarty to oversee the local. But at

the same time, a new take-away contract proposal surfaced. Wages were cut, a new starting wage of \$5.75 was established, seniority was decimated.

The Rank and File Committee went into high gear. They divided the city into grids and assigned members to cover 12 parking garages each. They distributed flyers outlining the contract proposal and buttons with the famous "screwman" emblem.

Some employers responded by harassing the workers. The new trustee organized a demonstration against the largest employer, Mallah, to protest harassment. The day of the demonstration, June 16, Mallah agreed to the

union's demands to stop harassment.

On June 22 the members rejected the contract. Mallah rented four vans to transport workers to vote, but they could not be bought by a free ride. They voted 486 No, 192 Yes. Another victory.

Supervised Election

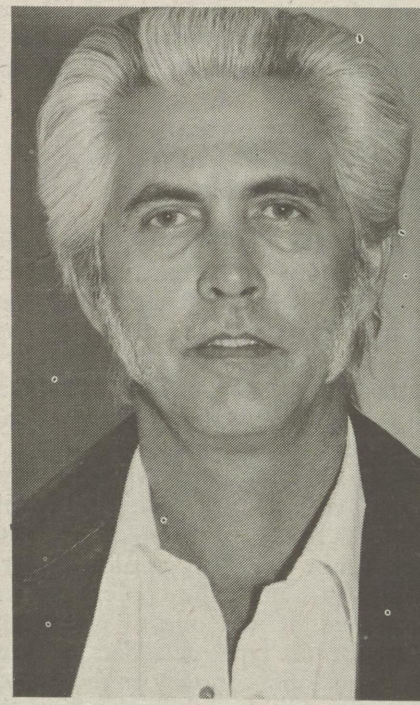
The next big event is the election of officers. Nominations will be held in August, with the election to follow. The Department of Labor will supervise it.

The Rank and File Committee is putting together a slate, and aiming to lead the local in negotiations to get the kind of contract the members deserve.



Local 272 Rank and File Committee members greet Teamsters coming to vote on a take-away contract on June 22. The members voted it down by 72 percent.

I'll Be at the TDU Convention!



Bill Cargill
Local 988, Nations Way Transport
Houston

Last year was my first TDU Convention. I am going again this year because there were so many workshops, I couldn't attend all the ones I wanted to last year.

Besides the workshops, which are packed with useful information, the greatest thing about the convention is meeting other Teamsters from all over this country and Canada. They too want to change this union into one that represents the members needs, not the needs of management or old guard local officers. Too many local officials use their office like it's their private club. At the TDU Convention you will meet reform officers, from locals and the International, who haven't forgotten where they came from. Hope to see you there. You'll be glad you went.

INSIDE OUR UNION

Charges Against Teamster President Are Groundless, Independent Board Says

Teamsters President Ron Carey has been cleared of a long list of charges made against him by anonymous sources and by opponents of the reform process within the union.

The government-appointed Independent Review Board (IRB), which investigates corruption within the Teamsters union, said that its exhaustive investigation did not support the allegations. The three IRB members, who signed the report, include former FBI and CIA Director William Webster, former federal judge Frederick Lacey, and labor attorney Grant Crandall.

The most serious charges made to the IRB alleged that Carey had associated with organized crime figures, and that he had purchased real estate beyond his means and so must have

received employer or mob money.

Though the charges were made by Carey's political opponents—who for years had no problem tolerating organized crime influence in the union—they were given credence by some news media. *Time* magazine, for instance, ran two major articles strongly implying that the new Teamster reform president was himself corrupt.

Honoring Picket Lines

In its 85-page report, the IRB dismissed allegations by mobster Alfonso D'Arco—now in the federal witness protection program—that Carey was "closely associated" with the late Teamsters Vice President Joseph Trerotola. Trerotola had strong connections to La Cosa Nostra.

D'Arco alleged that Carey had or-

dered his members to respect Mob-ordered picket lines intended to shake down employers. The IRB, however, found that Carey did not have a close relationship with Trerotola; indeed, it reported evidence that the relationship was hostile. And it found that Carey's Local 804, which represented UPS drivers, honored all picket lines as a matter of union principle.

On the real estate charge, the IRB hired a former IRS agent who analyzed Carey's financial and real estate records. The agent reported that Carey had enough income from his salary, investments, and some inheritances to make his real estate investments.

Among other charges, the IRB also found:

- That Carey did not request or receive a queen-sized mattress from an employer, Klein Sleep. Instead, the IRB reported, Carey purchased the mattress at Macy's.
- No evidence to support an allegation that Carey received a free operation at Montefiore Hospital while he was

a representative on a union welfare plan.

- No evidence of a secret pension fund for officers of Local 804.
- No evidence that Carey had transferred a car owned by Local 804 to his sister through Coronado Construction Co. The IRB noted that Local 804 does not own cars. Carey does not have a sister.

The only wrongdoing of any kind that the IRB reported was that Carey had signed his wife's name—with her permission—to several real estate documents and on one occasion asked Teamster employees to witness that signature.

The Independent Review Board's report appears to substantiate Carey's characterization of the charges as "a smear campaign from opponents of reform inside the union, management, and the Mob. It's something that would face anyone who tries to reform the Teamsters union," he said.

—Reprinted from *Labor Notes*

T.C. Stone: 'Hit Man' as Old Guard Hero

Is the shameful era of goon squads in our union over and behind us? We've made tremendous progress, but old guard officials want to turn the clock back to that era.

They are making T.C. Stone one of their heroes. Recent issues of the old guard's *Real Teamster* have featured him. He was a prominent speaker at the millionaires' rally to save the conferences in Washington, D.C., on April 19. At that rally, Stone bellowed to the crowd that "we operate on the old theory of take names and kick ass." Even the rally emcee, Anthony Rumore of New York, visibly winced at Stone's remarks.

Dallas Local 745

Who is this new hero of the old guard? He is the secretary treasurer of Dallas Local 745, a local with a history of mysterious violence against active members, and even against news reporters. Reform meetings have been met by large squads led by officials.

Although there is no proof Stone orders such violence against members, he openly brags about it. At one union meeting he announced, "I welcome any of them sons of bitches come here, 'cause I know what happens to 'em." He was referring to TDU members and reform Teamsters. He bragged about a "riot" at the local hall in 1978 when reporters showed up.

At this same meeting, Stone announced that he had been called a "hit man" for the former head of the local, Charlie Haddock. "They better watch me, because I attack, attack, attack. Charlie kept us peaceful," Stone boasted.

In a sworn deposition, Stone stated he was upset with a certain Teamster so "I just picked him up by his throat ... threw him up on a wall and set him down."

This is the man the old guard regards as a model of Teamster leadership. He may be on their slate for International office in 1996, when they seek to take us backwards. If you doubt that, ask any old guard leader to deny it.

This kind of leadership has no place in our union. We need to put this disgraceful kind of activity behind us, to build our union and organize.

Stone recently spent thousands of dollars attempting to sue the Teamster Rank and File Education and Legal Defense Foundation for telling the truth about Local 745. He then abandoned it by asking for a "nuisance settlement" and a letter, admitting no fault on either side. He also insisted on a "confidentiality" clause in the settlement, to keep it secret from the members.

If you agree that we need to put this part of our union's history behind us, join TDU, the organization working to take our union forward into the next century.

Old Guard Rally Via Private Jet

If you were holding a protest rally, how would you get there? If you were T.C. Stone, you would charter a private jet from Express One and then arrange for a ride with Access Limo Service ... and bill the members! That's what Dallas Local 745 and Joint Council 80 did, so Stone and friends could travel in style to the old guard's April 19 rally.

Southern Conference Teamsters paid \$29,103 for this junket. The area conference paid this amount in early June, just before the conference was abolished. It was one of many payments of this type, designed to spend up the members' money on themselves while they still had their hands on the checkbook.

Who's Behind the Charges?

For months old guard officials have been advancing the charges, now proven bogus by the IRB investigation, in the media. It is now on record who the anonymous sources for the charges are.

The IRB reports who provided the "information" for each charge. In many cases it was George Geller and Richard Leebove, former followers of Lyndon LaRouche. Geller and Leebove are paid by Larry Brennan, the head of Michigan Joint Council 43 and a defeated candidate on the Durham Millionaire Slate. Leebove was in charge of Jackie Presser's BLAST goon squad in the 1980s.

The other sources of "information" to the IRB were Gene Giacumbo and Mike Moroney. Giacumbo is an International VP who was elected on the Carey slate, but has since gone over to the old guard. He travels around the country on union funds, making the

bizarre charges. At a recent speech sponsored by the old guard officials of Kansas City Local 41, Giacumbo revealed a new claim: Ron Carey is controlled by communists. (How original!)

Mike Moroney is the deputy trustee, appointed by the government, of Local 295 in New York. In 1992 he applied for a job with Ron Carey and was turned down. He now is a vigorous opponent of Carey, and advanced some of the more outlandish charges.

Who Pays?

The IRB spent many months on this investigation. Investigators, attorneys, accountants, deposition costs, it all adds up to a tremendous cost. Every penny of that is billed to our International union, which mean you pay for it.

Now that it all turned out to be bogus, don't you wish we could bill those who made the charges?

IBT Financial Crisis Brings Layoffs, Cuts

The elected General Executive Board (GEB) of the Teamsters union voted in May for a program to cut some \$10 million from the budget of the International, a decision that so far has resulted in a staff reduction of 56 at the headquarters. The reduction comes through attrition, early retirements, and layoffs.

So far, Executive Assistant Aaron Belk estimates that \$5.4 million of the \$10 million cut has been achieved. In addition to staff reductions in building services and some other areas, other cuts have been made. For example, the International now pays a meal allowance for staff when travelling of \$26, instead of \$50, which was paid for years.

A salary freeze on International reps and other professional staff remains in effect. Under Ron Carey, staff are paid, on average, considerably lower than under the old regime. And most under the old regime were paid multiple salaries in addition.

Affiliates Pension Plan Awaits Action

The GEB has not yet acted on proposals to freeze the Affiliates Pension Plan, a multiple pension plan for officials and staff members at local unions and joint councils. This is the largest single item in the IBT budget, and is under review for GEB action. TDU advocates freezing or eliminating the plan.

Employers Help Cook Win

Atlanta Election To Be Rerun

At long last the 4,200 members of Local 528 in Georgia will get a fair election for local union officers. The General Executive Board of the International union has ordered a rerun election there, to be held under fair and impartial rules.

The GEB found that in the 1992 election, the incumbent slate headed by Jerry Cook received employer support. Employers and Cook had an arrangement to allow employees off work, with pay, to get on buses and vans provided by Cook to bring them to vote. The GEB further found that this employer-sponsored busing program was far from impartial.

The new election will be conducted

by mail-ballot voting. The timetable for the election is not yet set.

Ken Hilbish, a driver steward at Kroger, will be running for principal office on the reform ticket. Hilbish leads a full slate and has spearheaded the legal work that led to the new election.

Cook retired—with a free Lincoln Town Car to go with his four pensions—after the area conferences were abolished. The incumbent slate will be headed by Rufus Cantrell, a Cook appointee.

The decision by the GEB sets a good precedent on the issue of busing of voters by incumbents on friendly terms with employers.

Your Dues Will Pay

Millionaires' Club Forms IBT Caucus

The former heads of the area conferences, deprived of a cash cow that paid multiple salaries to 62 officials, have formed a new caucus to try to fill the void. The Teamster Affiliates Education and Legal Defense Fund was formed on June 28 by the heads of some 32 joint councils.

They are also called the "Real Teamsters Caucus," and will publish the *Real Teamster*, an anti-Carey, anti-TDU bulletin faxed to officials to oppose reform.

And where will the money for this caucus come from? From the pockets of millionaires like Mike Riley who head it? Donations from rank and file Teamsters, as TDU is funded? Guess again. It will be funded from your dues, if they have their way, to the tune of millions of dollars.

Are they taking a vote of the mem-

bers to determine if the rank and file want our dues money to pour into this old guard factional caucus? No.

For example, at the July Joint Council 10 meeting in Boston, Robert DeRusha announced he wanted a 10-cent a month per capita increase to fund the old guard caucus. Other joint council officials have called for 20 cents. If they get this much (20 cents per cap) nationally from the 32 joint councils they reportedly control, it would be about \$2.4 million a year. Washington State JC 28 already adopted a resolution to pay up the money, as have others.

That's a big transfer from working Teamsters to millionaires. It is illegal for union dues to finance internal political campaigns, so the *Real Teamster* says it will "not work on behalf of candidates for internal union office."

Delegate Elections Not so Far Off

Election Officer to Address TDU Convention

The court-appointed Election Officer of the Teamsters, Amy Gladstein, will be leading a forum and answering questions at the TDU Convention this October. Ms. Gladstein accepted the invitation of the TDU Steering Committee.

Proposed Rules Due in December

Gladstein has replaced Michael Holland, who supervised the 1991 election process. She will be preparing Election Rules, and will begin communicating with members this fall, through the *Teamster* magazine. She will issue a set of proposed Election Rules in December of this year.

Each and every Teamster local will be holding an election for delegates in

early 1996, some in late 1995. Those delegates will meet at the 1996 IBT Convention in Las Vegas, where they will rewrite the entire Teamster Constitution and nominate candidates for IBT office who will be voted on by all 1.4 million Teamsters in late 1996.

TDU will be deeply involved in the entire process, beginning with the upcoming TDU Convention. In 1991, TDUers and reformers ran for delegate in some 200 locals and won in about 100. We expect to do better this time, with the active involvement of concerned Teamsters.

If you want to be involved in making history in our union, the place to be is the TDU Convention, Oct. 28-30, in Chicago. See back page to register.

TEAMSTER FAT CATS: PUTTING THE MEMBERS LAST

An eight-minute video produced by TDU that explains why the General Executive Board revoked the charters of the four area conferences. Using footage from the April 19 conference rally outside IBT headquarters, the video highlights some of the key players in—and beneficiaries of—the conference structure, and looks at the reasons why eliminating the conferences helps reform our union.

Show at your TDU chapter meeting or informal gatherings. \$10. To order send your name and complete mailing address to TDU, Box 10128, Detroit, Mich. 48210.



Multiple Pensions

What They Love Best

If your house is on fire, you're going to grab what you love best on the way out. So, now we know exactly what the Old Guard officials love best.

In June, the elected General Executive Board of the IBT, after a long hearing, torched the Area Conferences. These outdated bodies were shown to exist mainly for millionaires who were defeated in the 1991 election to hand out some 62 multiple salaries.

On the way out, Mike Riley and Jerry Cook grabbed what they loved best: multiple pension plans, covering officials and union staff, but no rank and file Teamsters.

Surprised? Don't be. All that talk about how the members need the conferences, how when they are abolished it will hurt our pensions, was baloney.

Cook and the leaders of the Southern Conference, in their last hours, removed from the office the files of the Southern Conference Pension Plan, an officers-and-staff-only plan. Then they ran to court, to fight to keep this plan. It pays a *third pension to all BAs and officials in the South*.

This plan recently paid Don West, who has not even retired yet, a lump sum of \$706,644. That kind of money shows you what the old guard is fighting about.

The International won in court the right to appoint five elected officers in the South as monitors of this fund, and

Hoffa-Mack on Tour

Jimmy (Junior) Hoffa and Chuck Mack held a campaign rally near Los Angeles in June, but drew only 60 members and little enthusiasm for Hoffa's 1996 campaign.

Hoffa Junior is a semi-declared candidate for IBT president, and is striving to become the candidate of the old guard. He is trying to sell himself among the old guard by claiming his name will attract press and members.

As for the press, so far he is succeeding. As for the members, the LA meeting shows he has a long way to go. Hats were available at the meeting that say "Hoffa-Mack."

that no changes or increases will be made, while the legal battle to phase out this fund goes on.

Riley and the leaders of the Western Conference took extraordinary measures to try to keep hold of the Western States Teamster Representatives Retirement Plan, a which pays a *third pension to all BAs, officials and staff in the West*.

Now in the West they are trying to get locals and joint councils to pony up even more dues money to this multiple pension deal.

The International is working to phase out these multiple pensions, while respecting the legal right of all participants to get all credits they've earned to date.

The struggle continues. At stake is the direction of our union. TDU stands for the principle that union leaders should get better pensions when they negotiate better pensions for the members. If you agree, join us.

Milwaukee Local 344

Organizing Win

The 65 pilots who work for United Feeder Service Inc, a feeder airline under contract with United Airlines, have voted to join the Teamsters. The victory came at a time when the press and certain old guard officials were providing plenty of anti-Teamster material that employers could use. Despite the employer's attacks, the pilots knew that they would get the best representation with the Teamsters. Preparations are already underway to begin bargaining with the the help of the IBT Airline Division.

Local 344 has a solid commitment to organizing and has devoted significant staff and resources to the effort. An Organizing Summit will be conducted by the local on Aug. 14 in an effort to get even more rank and file members, retirees and spouses involved in organizing. The summit will be conducted by staff from the IBT organizing department and Local 344 organizer Dan Campbell.

Organizing Unions Under the National Labor Relations Act

When a Democracy Isn't a Democracy

Richard Bensinger
Executive director, AFL-CIO
Organizing Institute

Imagine waking up the morning after President Clinton's victory in the November 1992 election and reading the following headlines: "Clinton wins—Bush files objections. A decision from the courts is expected within 2-5 years. Bush to hold office pending outcome of litigation."

Sounds bizarre, but that is the fate that awaits tens of thousands of workers who vote each year to join unions under the National Labor Relations Act.

If you think electoral politics is dirty, then union representation elections are a mudslide.

What would it say about our democracy if electoral politics were played under the rules of the National Labor Relations Board (NLRB)? Imagine if President Clinton had to run under the same campaign rules that American workers face during a union representation election. Here are some examples.

1. Bush has unlimited television time, including several hours a day of compulsory viewing. Clinton is restricted to door-to-door campaigning.

During a union campaign, employers have a captive audience for eight hours a day, while union organizers have no access to the worksite. For example, at

Nissan the employer fought the UAW by placing TV monitors at every work station so workers could view daily anti-union messages. During every union campaign, workers are bombarded with speeches and one-on-one arm twisting by supervisors in an attempt to get them to vote against the union.

2. Avowed Clinton supporters risk losing their jobs. Bush decides to fire one Clinton activist in every precinct to send a message to the voters.

Union supporters face the constant fear that they will lose their jobs if they campaign to form a union. One out of 10 union activists is fired, according to Harvard Law Professor Paul Weiler. The purpose of such firings is not only to get rid of one vote, but to spread a message of terror in the rest of the workplace. The only penalty for firing union supporters is back pay and reinstatement long after the election is over.

3. Bush campaign officials caught threatening Clinton supporters face the maximum penalty of having to sign a letter promising not to do it again.

The penalty for employers threatening workers with things such as losing their jobs, taking away their health insurance or moving the plant to Mexico is to post a notice (long after the election is over) promising to be good.

4. Since time is on the side of the President, Bush decides to delay the election for a few months.

Delay is a readily available weapon

for employers. Even when an overwhelming majority of employees support the union the employer can use NLRB procedures to delay the election for months, even years.

5. Once outspoken Clinton supporters are identified, they are prevented from going to any meetings or rallies so as not to be able to persuade other voters.

A typical employer tactic is to remove and isolate union supporters, preventing them from attending employer anti-union meetings. These meetings then present a completely one-sided, biased view of unions.

6. Bush supporters are encouraged to wear buttons. Clinton supporters know that wearing a button means the risk of losing their jobs. They keep their support quiet to avoid any personal retaliation.

Wearing a button in a union campaign can easily cost you your job. Often union supporters are intimidated, so their views are not heard.

7. The election is held at Bush headquarters, and voters file past prominent Republican officials.

Union elections are on company premises, under the nose of company officials. The impression is that the employer has the upper hand, and that the union is the weaker party.

8. Local newspapers predict precincts that vote for Clinton will have their economy devastated.

Threats of plant closings are standard. One company lined the entrance with gravestones identifying the names of unionized companies that closed. A current organizing campaign led by the Textile Workers union in Louisiana features not only company threats, but threats by the Independent Development Board that the plant will move to China if unionized.

9. Clinton wins, Bush refuses to accept the results of the elections. During a lengthy appeals process, Bush stays in office. Finally, after years, the litigation ends and Clinton takes office.

Employers routinely challenge the

results of elections when the union wins, no matter what the margin of victory. The NLRB will spend months, even years, investigating minor and completely frivolous charges. By the time the company is ordered to bargain, many union supporters have quit or been fired, and new hires have been screened for union sympathy.

You are probably wondering how a law could be designed so unfairly. The intent of the law was to encourage collective bargaining. But the relative power and access of the employer never allowed for a truly free choice, and consultants and lawyers have further undermined the process by exploiting every loophole in the law. Weak and nonexistent enforcement procedures mean outright violations go unpunished.

The result of the gradual erosion of worker protections and the destruction of the right to organize is that elections are down from 9,000 a year to 3,000 a year, while popular approval of unions has held steady. Unions represent only 10 percent of the private work force.

Commentators who mourn the decline of the middle class and the inability of this generation to achieve the economic status of their parents need look no further than the union-busting climate that has dominated government and industry since the mid-seventies and earlier.

The United States stands as a beacon of democracy for the whole world. We push for free and fair elections, and we strongly support the rights of workers to organize throughout the world (as in Poland in the 1980s and more recently in Central America). It's now time to turn our national sense of justice and fair play to the right to organize in our own country.

Thanks to our political democracy, Clinton's victory is secure. Let's give everyday people the same chance to have their voices heard.

—Reprinted from the United Mine Workers Journal

Members Speak Out on Organizing in Freight

Reclaim the American Dream

DeForest Haskell
Local 886, CF
Oklahoma City, Okla.

Trade unionism has taken some devastating setbacks in the past 12 years. It's time to fight back! We must do so as one, despite our differences. Corporate America has been working collectively for some time now, with one common goal—to eliminate unions and create a two-class system. Believe me, they have made some major steps toward this goal. The time has come to recognize the problem and do something about it.

First and foremost we must organize, for there is strength in numbers. At one time 37 percent of our country was union. The American dream was well and alive. But today the unionized work force has fallen to about 15 percent and the American Dream is crumbling before our very eyes. But it's not too late. We have to move now because if we don't there will be no tomorrow for our union. We must be willing to donate some time and our personal skills to our local union, if no more than an hour or two each month. Every minute is valuable and appreciated.

Let's continue the revolutionary

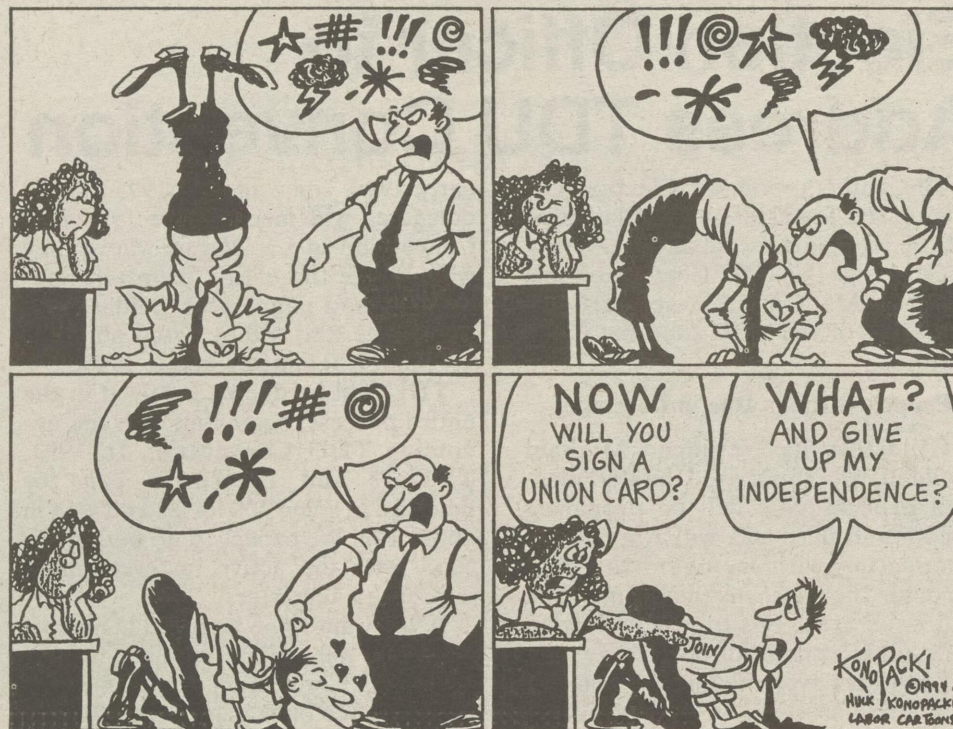
movement our forefathers started, with such pride and force that we shake the very foundation of corporate America and bring back prosperity for our children.

Members Ready, Need Leadership

Jerry Jewett
Local 957, ABF
Dayton, Ohio

The importance of organizing has never been more obvious than it was during our recent freight strike. The fact is, we had very little impact on the national economy because the non-union carriers and the independent truckers kept the freight moving. With this in mind, imagine the difference it could make if Overnite, CCX and American Freightways, to name a few, were with us during subsequent strikes.

While I believe that all right-thinking Teamsters see the need for organizing, the fact is that we don't know how to get the job done. That's where proper leadership is so important. I believe that if our leaders developed a coordinated national drive to organize a company, they could obtain more volunteers than they needed. We're out here, ready and willing to get involved, but we need direction. Use us! Let's get off our butts and organize some of these companies.



CARHAUL, FREIGHT NEWS

Ryder's Carhaul Dog and Pony Show

Ben Grinley
Local 120, CCI
St. Paul, Minn.

With our national master carhaul

contract expiring in ten months, Ryder management has been sending scouts out into the field in an effort to brainwash drivers. For CCI drivers in St.

Paul, Minn., this has taken the form of mandatory breakfast meetings. After a valve clogging buffet of scrambled eggs with cheese, bacon, sausage and sweet rolls with butter, drivers were shown a 30-minute film on how they should change their "paradigms" (limits or boundaries in thinking). One portion of this film showed some South American Indians running a seventy-mile foot race. The message here was you can work harder for Ryder if you change your paradigms. The thought of loading an auto transport during a

Minnesota winter would really change these racer "paradigms."

Next, Craig McGrath, Ryder A.C.D. area manager, gave us a talk where he promised us new trucks and that we could keep our jobs if we become more productive. McGrath also took a swipe at our union by saying upper level Teamster officials in carhaul were not giving Ryder what it wanted. I hate to think what our carhaul contract would be like if our union were not fighting for us. I guess it's true. There is no such thing as a free lunch!

Whipsaw Vote in Local 327

Jerry Gieg
Local 327, CCI
Nashville

Several months ago, Nashville Local 327 attempted to hold a vote with the CCI drivers in Smyrna, Tenn., for a "blanket" half rate. In July, BA George Barlow voted these same drivers on another blanket half rate for all trips from 350 to 750 miles when a back haul is obtained. All trips over 750 miles would be paid at running mile.

Barlow stated at the meeting that he would not go to any other locals where the Smyrna drivers would be back hauling and give those members the opportunity to vote on this half-rate agreement, even though Article 22 of the national contract guarantees their right to vote as affected members. The traffic out of the Smyrna Nissan plant is supposedly up for bid again, and three carriers have terminals in Smyrna. Barlow stated he will go to drivers at Allied Sysytems and Cassens with a like proposal.

So far a majority of CCI drivers have voted to accept the proposal. I am sure the drivers at Cassens and Allied will be informed of this vote, leading them to believe their traffic will be taken away if they don't accept the proposal.

Whipsawing drivers is nothing new in carhaul. It should have stopped when Article 22 was improved, guaranteeing all affected members their right to vote. But if local officials are determined to build their own membership at the expense of other Teamsters, Local 327 has proved it can be done.

It's time for the International union to step in and stop these local officials from destroying a national contract. Local 327 President Dave Hodgins and BA Barlow have both stated that carhaul director Chuck Piscitello instructed them to vote the drivers on this proposal.

We need to stand united against the conduct of any union official who would destroy our contract, and hope the International will stand behind us.

Ryder/CCI Attempts to Get Half Rate

George Beam
Local 651 steward, NuCar Carriers
Georgetown, Ky.

Corporate profits appear to be more important to Ryder/CCI than following the contract that they negotiated and signed. They are once again trying to get a half rate with the Georgetown, Ky., terminal. According to the contract a competitive half rate has to be shared at both ends with a vote by the affected drivers. Also, it has to meet the test of being diverted from the railroad.

This new half-rate proposal fails to pass either of these tests. By using the methods developed when they double breasted carhaul, they think by moving the traffic to another gate and yard from those presently used makes it new work and they can do what they want. The work being diverted is the right-hand drive Chevy Cavalier being

shipped to Japan built in Lordstown, Ohio. Traffic from the Lordstown plant to the Georgetown area presently is handled by Leaseway drivers, but they are not included in the proposal as Ryder tries another end run around its competition. The Norfolk Southern Railroad is bidding the work and has to get it to a rail-loading facility on its own tracks, taking the work away from Con Rail and away from truckaway with Leaseway. Therefore, the work is not being taken from the railroad to put on the trucks, but taken from the trucks to put on rail. The only thing competitive is the money going to a different railroad and trucking company.

There is a similar deal being worked up between Ryder/CCI at Georgetown and Nissan at Smyrna, Tenn. Once again the Norfolk Southern Railroad is bidding the work and the rest of the story is the same.

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Springfield ABF—Casuals Unlimited

Local 916 Put in Trusteeship

On July 18, Springfield, Ill., Local 916 was put into trusteeship by Ron Carey, with International representative Hugh Thompson as trustee.

Carey noted that there was reliable information that local union funds have been used for duplicate payments for expenses and for non-union purposes, such as greens fees at golf courses. He further noted that grievances at ABF have not been properly processed and the contract not enforced.

On this last point, TDU members at ABF would strongly agree. It's "Casuals R Us" at the ABF breakbulk in Springfield, and Local 916 officials

have seen no need to enforce Articles 3 and 41 of the contract, which provide one forced hire for each 30 supplemental shifts worked in a 90 day period.

Under this formula, ABF owes the union and employees a number of full-time jobs, with hiring coming from current casuals. TDUers at ABF prepared a grievance on this issue. Maybe now ABF will be required to comply with the contract by hiring casuals to full-time employment. Road drivers report similar problems with grievances.

A hearing will be held soon in Springfield to determine if the temporary trusteeship should continue.

Freight Lines

Preston Teamsters Vote Article 6 Plan.

Teamsters at Preston approved by an 85 percent margin a wage-reduction plan which will bring them up to full scale in two years. Presently Preston Teamsters are under a 9 percent give-back under Article 6, Section 2 of the NMFA. This clause allows wage reductions of up to 15 percent, if 75 percent of the affected Teamsters vote for it.

The new Preston proposal calls for a seven-percent reduction this year, five percent next year, and full scale the last two years of the contract. There is no guarantee Preston will not come back before the two years is up asking for a continued give-back, but they would have to get 75 percent to vote for it.

Foreway Asks for More.

Foreway, a Wisconsin-based freight carrier, is asking Teamsters to continue their wage reduction program under Article 6. They are presently on a 10 percent wage reduction, and the company proposal calls for it to go to 12 percent during the contract life: 10%-10%-11%-12% over four years.

Foreway rents or leases its equipment and terminals from other entities, some or all of which are commonly-owned. Thus some Teamsters question whether the true financial condition of their employer is in the open.

Article 6 at Earl C. Smith.

Earl C. Smith, a Michigan cartage company employing about 130 Teamsters, has put their 15 percent wage-reduction plan out for a vote. Teamsters here have been under the plan for some time.

The steward and committeemen in Detroit Local 299 asked to have a union audit done of the company and other outfits owned in common with it, prior to the vote. But the ballots went out in mid-July.

Ballots went out for a number of Article 6 plans in July, including Advance Transportation, Crouse Cartage, H&W, Hyman, and others.

Part 2: The Election Process

Preparing to Run for Local Union Office

*This is the second article in a two-part series to assist you in running a successful election campaign. In the last issue of **Convoy Dispatch** we focused on eligibility rules, putting a slate together, fundraising, campaigning and filing pre-election protests.*

The following article focuses on the election process itself: preparing for the nominations meeting and election, monitoring the election, filing post-election protests, and suggesting post-election activities, win or lose.

Your campaign has been growing and building momentum. You checked the eligibility of the candidates on your slate, your slate has been meeting regularly to develop a platform, and to plan literature and strategy.

You've identified the work sites in your local, assessed their size and political influence, and set up a schedule to visit each site at least once. You've handed out campaign literature at many work sites, and may have sent an early mailing or targeted mailing to members. Your slate also has dealt with a key issue of how the election will be conducted, by mail- or walk-in balloting (see box).

Now for your next critical hurdle, the nominations meeting. As in all facets of the campaign, you must know the rules and be organized. Simultaneously, you must be prepared to launch your final campaign push and send your primary mailing right after the nominations.

The Nominations Meeting

Nominations and elections of union officers are governed by the IBT Constitution, local union bylaws, and federal or provincial law. Specifically, Article XXII, Sections 4-5 of the constitution address nominations, elections and protests.

Nominations may be held in September, October, or November, and elections may be held in October, November,

or December no sooner than 30 days following the nominations meeting. There are a few exceptions to these months, where locals have a history of nominations and elections during a different period, such as in the spring.

Eligibility to run for office was addressed in part one of this series. Nominations must be made by a local union member in good standing, and seconded by another member in good standing. Nominators and seconders must have their dues paid through the month prior to the month in which the nominations meeting is held. Thus it is important to have the eligibility of nominators and seconders verified.

Candidates can accept nominations at the time made either in person, or, if absent, in writing. To cover themselves in the event of absence, candidates may want to fill out and sign a statement, such as: "If I am nominated for the office of _____ of Local _____ at the nominations meeting on (date), I hereby accept the nomination." This can be presented at the nominations meeting by the nominator.

Most nominations meetings are fairly routine. If you have eligible and dependable nominators who understand their roles, the meeting should go smoothly. Often the simplest plan is best. You might have one nominator and one seconder for all your candidates, with some dependable backups ready for insurance. Candidates may nominate or second other candidates on a slate.

There are, of course, various dirty tricks which have been used by some incumbent officers. If you're concerned about a lack of democratic procedure in your local, contact TDU.

Other details related to nominations include how you want your name to be listed on the ballot, whether or not there will be slate voting, and so on.

The Election Process

Campaigning hits a frenzy after nominations, especially in mail-ballot elections. In walk-in elections, balloting may not occur prior to 30 days after the final nominations meeting. In mail-ballot elections, however, the deadline for returning the ballots shall not be prior to that 30-day period, but the ballots may be mailed soon after the nominations meeting.

The IBT recommends that ballots not be mailed sooner than 10 days after nominations. Even at that, most members who will vote will receive their ballots and vote within two weeks after the nominations meeting!

If you are planning a mailing to the membership and your election is by mail ballot, you must be ready to go to the printer within days after nominations—sooner if you're mailing bulk rate. Meanwhile, your slate and supporters will need to continue your schedule of on-site visits, meetings, and responding to the inevitable crises of a campaign.

One piece of advice on crises: most blow over, so don't let your opponents put you in a defensive mode of constantly responding to their mudslin-

ing. Some members of your slate, however, may not be prepared for such mudslinging, which can be intimidating at first. Contact TDU for examples used by the old guard over the years.

Such tactics are far less effective than they were years ago, and often backfire. Mudslinging by your opponents is an indication of how much they fear your issues- and principles-oriented campaign. Stay on course.

Observing the Election

TDU can offer you information and workshops to prepare your observers for monitoring the election.

Federal labor law and the IBT Constitution in most cases allow incumbent officers to determine, within certain guidelines, how an election shall be run. If the election is not run with "a level playing field," the burden to document the irregularities and file the protests will be on your campaign.

Generally, each candidate has the right to have at least one observer (a member in good standing) present during all aspects of the election: during the mailing of the ballots, at the pickup of the ballots by the election committee, at each polling place, and at the counting of the ballots.

Walk-in elections at multiple polling places during multiple days are the most difficult to monitor, because of the logistics and the number of observers needed. If you are faced with such a problem, you will want to plan well in advance and consider delegating the job of organizing this task to a capable person.

Election Protests

In part one we discussed filing pre-election protests. During the final month of the election campaign and up to the polling period in walk-ins or the counting of the ballots in mail-ins, pre-election protests should continue to be filed, as appropriate, through the local secretary-treasurer (see Article XXII, Section 5[a] of the IBT Constitution).

Delegate this task so your slate and campaign don't get sidetracked from moving the campaign forward.

Any irregularities documented during the polling period and the counting of the ballots will be included in any post-election protest (Article XXII, Section 5[b]). Post-election protests, generally made after losing a close election, must be filed with the secretary-treasurer of the joint council within 72 hours after the election, and must set forth "the exact nature and specifications of the protest and [the member's] claim as to how it has affected the outcome of the election."

Victory and Preparing to Take Office

Your slate swept the election! Congratulations! You're now faced with a brief period before you take office in January. TDU and the workshops and reform officers at the TDU Convention are critical resources so you won't have to reinvent the wheel.

Ideally, you should seek a cooperative transition with the outgoing officers. This would include an oppor-

tunity to spend time at the union hall reviewing current operations.

Under hostile conditions you must seek to control what you can control: put together a transition team of the executive-board-elect and supporters; begin serious considerations of staffing and professional needs and accepting applications and resumes; keep in touch with the members, through leaflets, on-site visits, and meetings; and keep a vigilant eye on what's happening at the union hall.



The IBT Constitution states: "During the period between the date of election and the end of the term of office no extraordinary expenditures of Local Union funds shall be made without the approval of the officers-elect and the membership."

Routine financial obligations, such as mortgage payments, utility bills, payroll, etc., do not need to be approved by the officers-elect. Large bonuses, gifts, automobiles, and the like, fall in the "extraordinary expenditures" zone.

TDU can help advise you on these concerns. In extreme cases, officers-elect have filed lawsuits in federal court to protect their local union.

But We Lost!

Two words about losing: You didn't!

Your campaign advanced democratic values. You campaigned on the issues and got your opponents to commit themselves on some. You expanded your network of members, and broadened your name recognition. Often it takes two or three elections before the members feels comfortable enough to embrace needed change.

You've gained a lot of experience and built your credibility. This will enable you to continue to build TDU and the reform movement in your local, and to keep pressure on the incumbents. You're a leader.

The two articles in this series have examined some key aspects of running for office, but an entire manual could be written on the subject.

To have your specific questions answered, and advice on all aspects of running for office, contact the TDU office. TDU has a packet of information available to help you get started (free to TDU members; others please include a donation to cover costs).

Mail-Ballot Elections

Do you want a mail ballot in your local election? Do you want impartial supervision of it? The IBT Model Bylaws favor mail-ballot elections because they increase membership participation and are easier to monitor.

It's the local union executive board's decision how to run the election in most locals' bylaws, unless yours has adopted the mail-ballot language of the IBT's Model Bylaws. The IBT General President, however, can direct that mail balloting be used and that it be impartially supervised, and Ron Carey has done so in some cases.

If you feel a mail ballot is the most democratic way for an election to be held in your local, and would like Carey to direct that one be held, you should write Carey and detail your reasons why it would be more fair.

Call the TDU office immediately for more information. It's getting late for fall elections!

LETTERS FROM OUR MEMBERS

Unfair Pension Benefits

I don't think retirement benefits are fair or reasonable for members who have less than 30 years of contributions. Why the big drop from \$2,500 per month for 30 years to \$1,900 for 29 years at age 59 through 64?

Why does age have anything to do with retirement? If we have 20 or 21 years paid in we should be able to retire at any age.

I think our retirement for 29 years and below is poor. Please help, and help get rid of R.V. Durham and his union-busting clique.

Sam J. Spence
Local 480, Yellow Freight
Lebanon, Tenn.

Use Money to Strengthen Union

I support General President Ron Carey's efforts to eliminate the four U.S. area conferences. I hear so much about the "party in some of the high places," with rank and file dues money picking up the tab. I am convinced beyond a shadow of a doubt that this move is way overdue and is a step in the right direction.

It is time to eliminate the high salaries and multiple pensions of those who have never even driven a truck. This abuse of the rank and file dues-paying member must come to an end. The structure and direction of the union must reflect the wishes of its members. We no longer care to endure this or any other misdirection of monies that are tendered in good faith to be used for the betterment of our union and ourselves.

I understand that such major changes will not happen overnight, but they must be made. The honest, hard-working member, and his family, deserve nothing less. It is time for us to become as "mean and lean" as the companies with whom we must deal. We cannot afford to spend a single dime of members' dues that does not strengthen our union and position us

for the battles that surely lie ahead.

We must close down the four archaic and expensive U.S. area conferences. Our dues must buy results, not resorts; new members, not country club memberships; and bargaining power, not buying power for a chosen few.

Jim Downing
Local 676, UPS
Clarksboro, N.J.

Thanks for Info

I would like to thank you for sending me a copy of the Family Medical Leave Act (FMLA) regulations.

After numerous calls to government agencies, receiving conflicting answers to my questions, I called TDU. I received correct answers to my questions and you mailed me the information.

Thank you for your help and for sharing your knowledge of the FMLA.

Christie Adams
Local 407, UPS
Cleveland

Stop Union Busting

I am a member of Local 324 in Salem, Ore. I drive for Waremart Inc., a wholesale grocery warehouse. We service our own stores, Cub Foods and Waremart.

With the PEER 85, 84, 82 and now 80 retirement plan, many of us are retiring. The trend is to not replace the retiring drivers with Teamsters, but to let the loads go to nonunion outside carriers.

We must stop this classic union busting.

Dewey France
Local 324, Waremart
Salem, Ore.

A Challenge To All Teamsters

The following letter was sent to General President Ron Carey.

The purpose of this letter is three-fold. First I'd like to express my long-time (since 1989) support of Presi-



TDU Cookbook

The TDU Spouses Network have put together this cookbook with recipes from TDU staff and activists. Order yours today! Just \$7.99 per copy.

Send your order, along with complete name and address to:

Frieda Burgan, 9043 N. 36th Dr., Phoenix, AZ 85051

Name _____ # of copies _____

Address _____

City _____ State _____ Zip _____

dent Carey in his effort to return our union to a position of strength, unity and financial stability. I supported the dues increase to help ease the financial condition of this union that the current administration inherited from the old guard.

Second, I am sending a check for my Memorial Day holiday pay to the IBT for placement of half to the general fund and half to the strike fund. This is a small price to pay for job security, benefits and retirement.

Third, I challenge all Teamsters, especially freight Teamsters, to donate one holiday's pay yearly to ensure the future of our union and for the future of our families.

Sammy D. Walker
Local 483, Nations Way
Boise, Idaho

UPS Drivers: Carry a Log Book

Love the UPS log books. I've been using them since 1989, and I've caught quite a few pay discrepancies with them. They are also great for keeping track of delays or just about anything out of the ordinary. It's always in my shirt pocket so I can write incidents down while they're still fresh in my memory. Every UPS driver should carry one.

Another concern is even more pension reform and better benefits. TDU has done a great job in the past analyzing the Central States fund, and I'd like coverage to continue.

Chuck Neal
Local 17, UPS
Denver

Funds Can't Afford Large Increases

TDU serves an important purpose as a watchdog in our union. I am concerned, however, with the attention it gives to radicals who want large increases from pension funds that quite frankly cannot afford it. The same men who want these large increases took the money in their pocket all these years and never sacrificed a raise in lieu of a pension contribution. I fear if you continue to entertain these radicals there will be noth-

ing left for the younger Teamsters when they want to retire. They make a well funded plan sound like something corrupt.

John Rutherford
Local 812, Canada Dry
Queens, N.Y.

Reform Carhaul Grievance Panels

I have been a carhauler for 11 years. During this time there have been few major changes in our contract, and most changes appeared to be improvements. However, working conditions and job satisfaction have been steadily declining. This is due to grievance panel interpretations of our contract language. They ignore definitions from any standard dictionary. I believe TDU should extend their focus on individuals who give away our contractual rights due to corruptive influences or just plain ignorance. TDU should try to help its members and all Teamsters to correct this long-existing problem.

Tom Yde
Local 135, E&L
Indianapolis

TDU Meets

EAST BAY, CALIF.
Saturday, Sept. 10—10 a.m.
Call (510) 653-3865 for information.

HOUSTON
Sunday, July 31—1 p.m.
Days Inn
10155 East Freeway, I-10 at I-60

MEMPHIS
Saturday, July 30—6 p.m.
Days Inn
1533 East Brooks Rd.

SOUTHERN CALIFORNIA
Sunday, Aug. 7—10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
Call (310) 427-7328 for information.

STOCKTON, CALIF.
Family picnic featuring
International VP Diana Kilmury
Sunday, Aug. 7
Van Buskirk Park, Meeting Area 1
Call (209) 948-4009 or (510) 653-3865 for information.

UPS Rank & File Daily Log Book

A must for package car drivers. Keep the record straight with the charts in this durable, spiral-bound notebook. Helps you to keep track of all the details that affect your job at UPS.

Each book lasts three months and provides ample room for your notes. \$2.50 each; \$2 each for 5 or more copies.

Please send me _____ logbooks. ☐ check enclosed

☐ Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Pheasant Run Resort & Convention Center, St. Charles, Ill.

TDU Rank & File Convention

Since our convention last year the Teamsters union has undergone profound changes and undertaken great struggles. Since our last convention UPS workers conducted a one-day health and safety walkout that rocked UPS, freight workers went out on a 24-day strike to preserve the basic integrity of the National Master Freight Agreement and Ron Carey has abolished the four U.S. Area Conferences.

At the same time, the old guard is mobilizing to take the union back to the bad old days of multiple salaries, multiple pensions, sweetheart agreements and mob domination. Only an active and informed rank and file stand between continued progress

toward reform and a backward slide into corruption and defeat.

TDU is ready to take on that fight but we need YOU in order to win it!

What Happens at a TDU Convention?

Lots! You'll meet Teamsters from throughout the United States and Canada—rank and filers from every craft and jurisdiction, local union leaders and International officers and representatives. Information is shared and solidarity networks are built among Teamsters in the same craft or company. We will elect our TDU International Steering Committee for the next year and set our course.

Educational Workshops

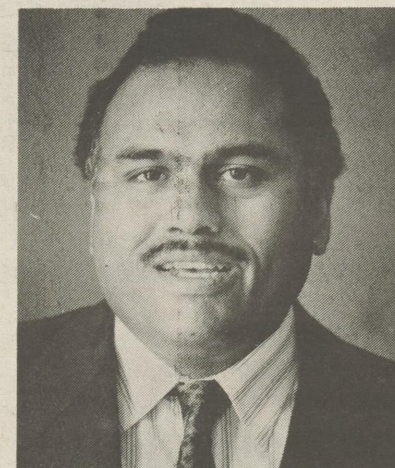
Our convention is not like the old area conference meetings—an hour or two of meetings, then out to the golf course. Our days will be jam packed with educa-

tional workshops, led by Teamster leaders, the finest labor attorneys in the land, and professional labor educators. They will cover topics such as dealing with management strategies, how to win local union office, building a successful local union leadership, contract campaigns, your legal rights on the job and in the union, and lots more.

What Else Do I Need to Know?

The convention begins at 1 p.m. on Friday, Oct. 28, with workshops and strategy sessions. It ends at 3:30 p.m. on Sunday, Oct. 30. You are invited and so is your spouse. The resort center is an excellent facility for children as well. (Childcare available by previous arrangement.) We will enjoy a nice banquet and exciting program Saturday night, after working hard all day. Questions? Call the TDU office at (313) 842-2600. Planning to attend?

Register early and receive a \$10 discount, plus a free TDU T-shirt for the first 100 registrants.



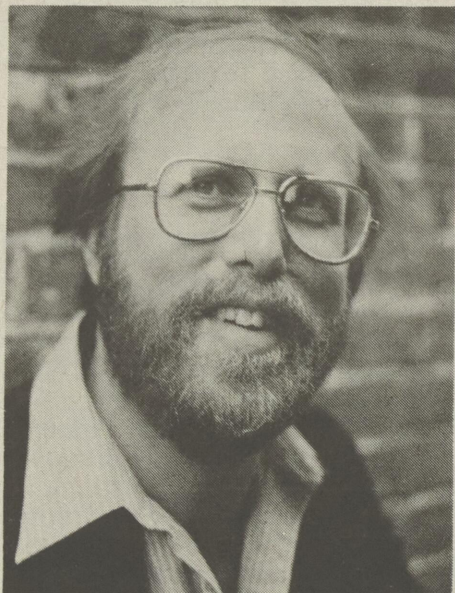
John Riojas
International VP at Large
San Antonio

I've been to the last two TDU Conventions and thoroughly enjoyed both of them. I recommend that concerned Teamsters make every effort to be there this October.

Register Early, Win a T-Shirt!

The first 100 paid registrants to the TDU Convention will receive a TDU T-shirt of their choice at the convention. See ad on page 2 for two new styles available.

These shirts are going fast, so don't delay!



Attorney Robert Schwartz, author of the "Legal Rights of Union Stewards," will be at the TDU Rank & File Convention. Schwartz will present workshops on the Family and Medical Leave Act and the Legal Rights of Union Stewards.

Copies of the new, updated version of the "Legal Rights of Union Stewards" will be available at the convention.

TDU Rank & File Convention, Oct. 28-30

REGISTER NOW!

Postmark your registration no later than Oct. 7 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$70 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$150 x _____ = _____

Sat. & Sun. \$105 x _____ = _____

Sat. only \$75 x _____ = _____

Total Registration Cost = _____

____ Single room

____ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$70 = Housing Cost = _____

☐ \$35—one year membership.

☐ \$85—three year membership

☐ \$20—spouses, retirees and Teamsters
grossing less than \$17,000 per year

Membership cost = _____

TOTAL COSTS = _____

____ \$10 if postmarked by Oct. 7 (\$5 if one day)

____ \$10 travel over 500 miles one way

____ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210